

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Fremont District Office  
39141 Civic Center Drive, Suite 310  
Fremont, CA 94538  
Phone: (510) 794-2521 Fax: (510) 794-3889

**Inspection #:** 1495502  
**Inspection Dates:** 09/29/2020 - 12/23/2020  
**Issuance Date:** 12/24/2020  
**CSHO ID:** P7724  
**Optional Report #:** 10-21



**Citation and Notification of Penalty**

**Company Name:** AL PAK Labor Inc.  
**Establishment DBA:**  
and its successors  
**Inspection Site:** 39155 Hudson Road  
Soledad, CA 93960

Citation 1 Item 1 Type of Violation: **Serious**

**T8 CCR Section 3203(a). Injury and Illness Prevention Program.**

**(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:**  
**(4) Include procedures for identifying and evaluating work place hazards including scheduled periodic inspections to identify unsafe conditions and work practices. Inspections shall be made to identify and evaluate hazards**  
**and**  
**(6) Include methods and/or procedures for correcting unsafe or unhealthy conditions, work practices and work procedures in a timely manner based on the severity of the hazard.**

Prior to and during the course of the inspection, including, but not limited to September 29, 2020, the employer failed to effectively implement and maintain its Injury Illness Prevention Program (IIPP) in that it did not identify, evaluate, or correct the unhealthy conditions or work practices relating to SARs-CoV-2, the virus causing COVID-19, in the following instances:

1. The employer did not require or ensure the use of face coverings by employees at the worksite.
2. The employer did not ensure employees maintained a safe physical distance from each other of at least six feet in all directions at the workplace while harvesting lettuce.

<b>Date By Which Violation Must be Abated:</b>	<b>Corrected During Inspection</b>
<b>Proposed Penalty:</b>	<b>\$5400.00</b>

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Kelly Tatum  
Compliance Officer / District Manager